Sexual Harassment/Assault Response and Prevention (SHARP) Program Brief

www.preventsexualassault.army.mil

Task-Purpose-Outcome

- Task: To provide training for unit Leaders and SHARP Personnel

- Purpose: To educate the force on Senior Leader's intent for Sexual Harassment/ Assault Response and Prevention (SHARP) Program execution.

- Outcome: A Team prepared to execute Army's intent to adhere to the standards of conduct in alignment with our Profession of Arms and ensure Soldier

Strategic Direction

- Presidential Executive Order
- FY05-11 National Defense Authorization Act
- FY12 NDAA
- Pending FY13 NDAA
- SecDef Directives
- CJCS & JCS Strategic Direction
- Army Senior Leader Guidance

Current Environment

- FY12 National Defense Authorization Act (NDAA) – 31 Dec 11
  - **Immediately assign one full-time Sexual Assault Response Coordinator (SARC) and one full-time Victim Advocate (VA) to each brigade level unit.** Must be credentialed government employee (Not compliant)
  - **Victim access** to legal assistance and SARC, VA, Medical Support, and Chaplaincy Services (Compliant)
  - **Expands services to family members,** including Restricted Reporting (Not Compliant)
  - **Expedited PCS/unit transfer for sexual assault victims** (Compliant)
  - Development of training curriculum (Not Compliant)
  - Retention of records for 50 years (Compliant)

- Secretary of Defense
  - **"Top priority** - urgency and commitment to addressing this problem"
  - Withhold to SCMCA
  - DODD and DODI releases add to NDAA the following specific direction:
    - Holds perpetrators appropriately accountable / **zero tolerance policy**
    - Requires 120 day assessment on how we train leaders & how to strengthen leader training
    - Directive **expands program to Family Members (adult), civilians and contractors**

Joint and Services Strategic Direction - 8 May 12

CJCS & JCS Strategic Direction Paper

Strategic Direction to the Joint Force on Sexual Assault Prevention and Response

30 April 2012

"Now is the time for us to reflect, not just on the lessons of war, but on who we are and what we do. We are a Profession of Arms, guardians of the Constitution who reflect our Nation's ideals. We are military professionals—every officer, enlisted and civilian—not because we say so, but because of how we serve."

Chairman's Strategic Direction to the Joint Force, 6 Feb 2012

Communication Plan - Leaders

For Internal Use Only – Not for Release

SUBJECT: Joint Communication Plan on Sexual Assault Prevention and Response

REFERENCES:

- *Strategic Direction to the Joint Force on Sexual Assault Prevention and Response*
  http://www....
- *DoD Annual Report on Sexual Assault in the Military for Fiscal 2011*
  http://www.sapr.mil

BACKGROUND:
The Service Chiefs are dissatisfied, despite years of concerted effort, with the progress made in eliminating Sexual Assault within our ranks. In the past two years, there have been 6,350 reports of sexual assaults made to the Department of Defense by service members—about nine people on average, report a sexual assault every day. Sexual Assault is a crime that undermines the core values of our Joint Force. As members of the Profession of Arms, this issue belongs to each of us, and all of us. We have an enduring obligation at every level—from senior leaders to the most junior among us—to protect and strengthen the Force and preserve the confidence of our members and the American people.

Upon assuming the responsibility of Chairman of the Joint Chiefs of Staff, General Dempsey committed himself to four focus areas—achieving our national objectives in current conflicts, creating our military of the future, redefining the Profession of Arms for the 21st century, and keeping faith with our Military Family. The Chairman's vision for the Joint Force is built on the bond of trust that holds it together. Sexual Assault in our military erodes that bond and puts the readiness and resiliency of the team at risk.

When it comes to combating sexual assaults in the military, we must identify the good we do, focus on areas where we can do better, and continue to promote a command climate[1] of trust and respect. We must work together to prevent these crimes, hold those who commit them accountable, and provide care for the victims—all while applying the lessons we learn to continuous improvement.

Commanders at all levels must be at the center of this effort. They will create an environment that will not tolerate sexual assaults and a climate that leads service members to take responsibility for themselves and for each other. This is imperative to advancing the culture of trust and confidence fundamental to our Profession of Arms.

[1] There is an important distinction here between culture and climate/environment: Culture represents inherent aspects of professionalism and core values that promote social responsibility, team cohesion and trust; climate/environment represent those actions by commanders to integrate unit members, build team cohesion, and provide seamless oversight to reduce predatory and high-risk behavior (e.g., hazing, alcohol/drug abuse, inappropriate social activities).

For Internal Use Only – Not for Release

http://www.jcs.mil/newsarticle.aspx?id=903

CJCS and JCS Strategic Direction

Commanders and leaders at every level must:

- **Integrate the intent, lines of effort and tenets** of this Strategic Direction as a part of our daily command routines and activities.
- **Take conscious steps to understand, identify and reduce** environmental risks, predatory and high-risk behaviors and personal vulnerabilities associated with sexual assaults or other abuse crimes.
- **Safeguard our core values and Service cultures** by promoting a climate and environment that incorporates SAPR principles as habitual and inherent characteristics of our commands.
- **Understand and implement** this strategy.
- **Put this Strategic Direction into action and operationalize SAPR** within your commands across the Joint Force.
- **Take positive actions that reinvigorate our military culture and create command climates and environments based on mutual respect, trust and confidence.**

ARMY STRONG

Alignment with Profession of Arms Campaign

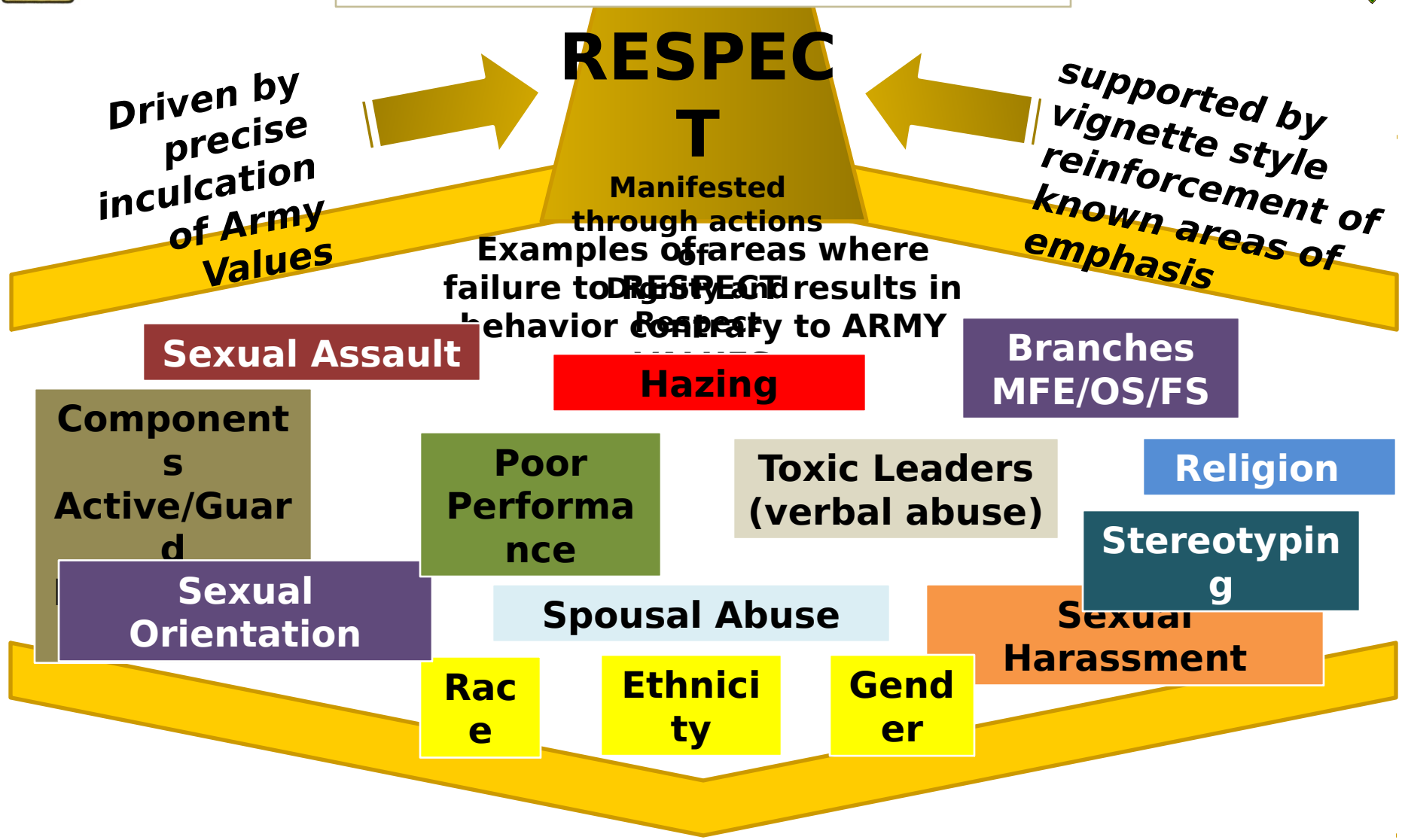
"The **Army as a Profession** is important as we look towards the future; it will be the foundation of everything we want to do as we build the Army of the future. We've earned the trust of the American people through our actions over the last ten years and it's important that we continue to [illegible]."

GEN Raymond T. Odierno
Army Chief of Staff

As we move forward , I ask each and every Soldier and all Army civilians to **take ownership of our profession and think deeply about how you want it to improve our Army.** Then, I invite [illegible] in the conversation as we build the strongest, most capable and adaptable force ever imagined."

GEN Robert W. Cone
Commanding General
U.S. Army Training and Doctrine Command

A Long-Term Comprehensive Approach to



Inculcation of the Army Value of "RESPECT" requires continuous reinforcement manifested

Sexual Harassment/Assault Prevention Strategy

"I. A.M. Strong" (Intervene, Act, Motivate) Campaign

Exit Criteria

Launched Sep 2008

Phase I: Committed Army Leadership

- **Develop Baseline**
- **Start: Propensity to report: 33%**

Aggressive Senior Leader Condemnation

Launched April 2009

Phase II: Army-Wide Conviction

- **Post-Year 2 Propensity to report: 50%**
- **Post-Year 2 Assaults reduced by 15%**

Ownership of Sexual Assault Prevention

Launched April 2011

Phase III: Achieve Cultural Change

- **Post-Year 4 Propensity to report: 70%**
- **Post-Year 4 Assaults reduced by 25%**

DoD's Retention Leader

Projected Launch FY13

Phase IV: Sustainment, Refinement, and Sharing

- **Post-Year 5 Propensity to report: 90%**
- **Post-Year 5 Assaults reduced by 50%**

Blueprint for the Nation

Current Execution Level

Note: Red Text Denotes Requirement for Senior Leader Support

BLUF: Army Executes Five - Year Campaign to End Sexual Violence

Army Senior Leader Actions/Guidance

- CSA Directs Action Plan (Feb 12):
  - Obtain resourcing FY12 NLT Mid-Year, FY13 UFR, POM
  - Issue EXORD - Policy
  - Execute Red Team Assessment
  - Execute Commander's Guide
  - Tiered Training Across Army – PME/CES, Operational, Self-study and First Responder
  - Expand Victims Services
  - Accountability: Expand and execute investigative /Judge Advocate training.
  - StratCom: Execute Engagement Plan, launch social network

Army Senior Leader Actions/Guidance - 8 May 12

- 8 May 12:
  - **Prevent -** Sexual Harassment/Assault from occurring
  - **Shape -** Army culture based on values, standards, and discipline consistent with the Profession of Arms
  - **Win** - our campaign by holding accountable those who commit sexual harassment and/or sexual assault – and those who allow it to occur

  - **Challenge:**
    1. Establish a Command Climate of Trust and Accountability
    2. Reinforce that command climate with continuous education and training
    3. Continually conduct assessments using Command Climate Surveys and other appropriate tools to ensure Leaders are monitoring and sustaining the environment
  - All three must be accomplished in order for our sexual harassment and sexual assault campaign to be successful
  - Bedrock of Trust: Profession of Arms

Senior Leader Takeaways

- Army Staff Actions.
  - Obtain **critical funding** requirements
  - SHARP “CSA Sends” and records Public Service Announcement.
  - **Red Team Assessment**: Focus on the program in the field rather than focusing on the DA Program itself.
  - Support SHARP Engagement Plan and annual SHARP Summit. **Emphasize Army SHARP Program** actions through media engagements, unit visits, and Congressional engagements.

- SHARP is a **Commander’s Program.** All Army leaders need to assist as the Army transitions the SHARP program from garrison based to brigade based.
  - Make sexual harassment/assault prevention and response a **command-wide priority.**
  - **Increase accountability**: Reduce stigma of reporting, ensure personnel attend investigative/ Judge Advocate training and execute timely UCMJ actions.
  - Identify existing unit personnel to **fill full-time brigade level Sexual Assault Response Coordinator (SARC) and Victim Advocate (VA) positions** until a permanent solution is in place.
  - **Expand victim services** to authorized personnel and ensure new victim policies are executed.
  - Ensure **unit training requirements are met** and schedule SHARP Mobile Training Teams to train command selected SHARP personnel (SARC and VA).
  - Incorporate SHARP into **command inspection programs**.
  - Strategic Communications: Recognize Sexual Assault Awareness Month (Apr) by

SHARP External Messages

- Goals: Reduce sexual assaults and harassment by creating a climate that respects the dignity of every member of the Army family.
  - Reduce **stigma** of reporting
  - Increase **prevention, investigation, and prosecution** capability
  - Increase **training and resources**
  - Refine and sustain **response** capability

- Key messages/themes: Sexual harassment and sexual assault **are inconsistent with Army Values.**
  - We **will not tolerate sexually harassment and sexual assault.** One is assault is one too many.
  - We **must foster a climate of trust** that respects and protects our Soldiers, Civilians, and Family members.
  - We are **aggressively implementing and expanding** the Army's comprehensive Sexual Harassment/Assault Response and Prevention (SHARP) Program.
  - SHARP is a commander's program. We are **committed to ensuring engaged leadership** at all levels to prevent sexual assault and harassment
  - We will **appropriately hold offenders accountable** for such reprehensible behavior.
  - It is critical to good order and discipline that **commanders retain authority and responsibility for reporting and investigations.** We will

SHARP External Messages

- The Army continues to build upon its five-year sexual assault prevention strategy (launched Sep 08)
  - Since 2007: **Increased annual program budget** by over 500% and applied over $40M to **increase investigative and judicial capabilities**
  - **Hired** highly qualified experts, special investigators, forensic lab examiners and expanded USA CID Laboratory capabilities. Assigned Special Victim Prosecutors.
  - Implemented **Life-cycle training.** Implemented 80-hour MTT to train Command SHARP personnel. Last year we trained over 10,000 SHARP personnel

- The Army is aggressively working to implement changes to the SHARP program based on recent legislation, DoD and Army Senior Leader directives and lessons learned.
  - Based on the NDAA, the Army is **working to resource one full-time Sexual Assault Response Coordinator (SARC) and one full-time Victim Advocate (VA) to each brigade level unit immediately** and have all in place and credentialed by OCT 13.
  - **Execute Army-wide program assessment** to determine program gaps (Red Team Assessment)
  - **Expand Victims Services** including Restricted Reporting. Increases population serviced by SHARP Program by more than 50%.
  - Update and execute **SHARP training** to include credentialing of all Brigade SARCs and VAs, expanding and executing investigative /Judge Advocate training and developing , and developing SHARP curriculum for all military and civilians
  - **Continue hiring** the necessary experts, investigators, examiners, SARCs and VAs to sustain the program

FY12 Tiered SHARP Training Execution – (Jun 12)

- Purpose: Outline a strategy to provide Top-Down SHARP Training
- Concept of Operation.
  - The Army will use current training materials and develop new materials to educate/train Soldiers and civilians about SHARP.
  - This will be done using a Four Tier approach along with Voluntary Participants.
    - **Tier One (Core Cadre and Key Personnel) will focus on First Responders: Sexual Assault Response Coordinators (SARC) and Victim Advocates (VA), JAG, CID Investigators, Law Enforcement, Chaplains, Medical, Fire Fighters**
    - **Tier Two (Commanders and Supervisors – Military and Civilian Leaders)**
    - **Tier Three (Soldiers, Civilians, and Contractors)**
    - **Tier Four (Initial Entry Training)**
    - **Voluntary Participants (Family Members)**
  - This will be executed using a Four Step process.
    - Step One – Develop Educational Materials
    - Step Two – Educate
    - Step Three – Verify and Record
    - Step Four - Sustain
- Goals: Eliminate sexual assaults and harassment by creating a climate that respects the dignity of every member of the Army family.
  - Reduce **stigma** of reporting
  - Increase **prevention, investigation, and prosecution** capability
  - Increase **training and resources**
  - Refine and sustain **response** capability

Issue Within the Army

Sexual Harassment

- Sexual harassment is a form of sex discrimination.

- Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

  - Submission to or rejection of is made a term or condition of a person's job, pay, career

  - Submission to or rejection of is used as a basis for career or employment decisions

  - Conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive work environment

Sexual Harassment Data

Unwanted Sexual Harassment	Males				Females			
	Enlisted		Officer		Enlisted		Officer	
	2006	2009	2006	2009	2006	2009	2006	2009
Made unwanted attempts to establish a romantic relationship with you despite your efforts to discourage it?	6%	**11%**	4%	**5%**	35%	**42%**	23%	**28%**
Continued to ask you for dates, drinks, dinner, etc., even though you said, "No?"	4%	**9%**	2%	**3%**	32%	**39%**	17%	**22%**
Intentionally cornered you or leaned over you in a sexual way?	3%	**5%**	2%	**2%**	18%	**22%**	9%	**12%**
Made sexually suggestive comments, gestures, or looks (e.g., stared at your body)?	5%	**9%**	3%	**4%**	34%	**37%**	24%	**24%**
Experienced any unwanted sexual attention?	9%	**17%**	5%	**8%**	46%	**54%**	33%	**38%**

Understanding the Magnitude of the Problem

Sexual Harassment Affects Men and Women

- Who do you think has experienced sexual harassment in the Army? Of those surveyed in the ARI Human Relations 2009 Operational Troops Survey….
  - Male officers: 40%
  - Female officers: 60%
  - Male enlisted Soldiers: 50%
  - Female enlisted Soldiers: 70%
- FY10-06-05 Army Civilian Attitude Survey – Harassment
  - 8% of 6,639 Non-Supervisors
  - 6% of 1,302 Supervisors

Sexual Assault

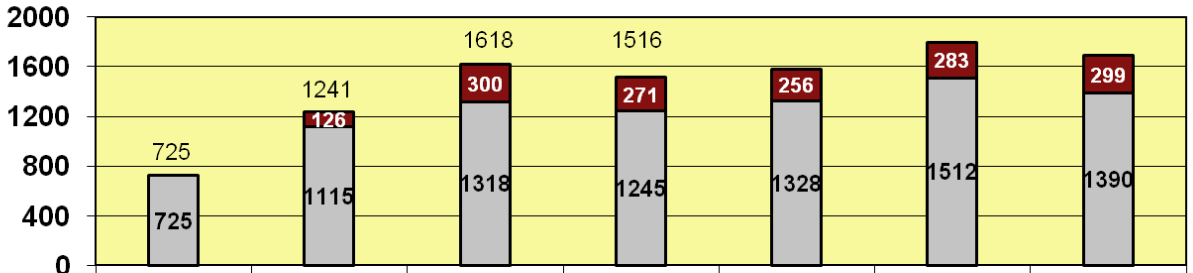
Sexual assault - intentional sexual contact, characterized by :

- use of force, physical threat or abuse of authority or when the victim does not or cannot **consent**;
  - **Consent** will not be deemed or construed to mean the failure by the victim to offer physical resistance
  - **Consent** is not given when a person uses force, threat of force or coercion, or when the victim is asleep, incapacitated, or unconscious
- sexual assault can occur without regard to gender, spousal relationship, or age of victim

Reported Sexual Assault in the Army

The Army is committed to ensuring engaged leadership at all levels to prevent sexual assault and harassment, and appropriately holding offenders accountable for such reprehensible behavior

Annual Army Sexual Assaults Reports



	CY 2004	CY 2005	CY 2006	FY 2007	FY 2008	FY 2009	FY 2010
Restricted Reports	0	126	300	271	256	283	299
Unrestricted Reports	725	1115	1318	1245	1328	1512	1390

	NDAA and DOD mandated Annual Sexual Assault Report includes (see chart above):	Gold Book Report includes (see chart below):
1	• All restricted and unrestricted (founded/ unfounded) reported cases • DoD implemented sexual assault restricted reporting in Jun 05 (victim care cases where command and CID not notified of crime).	• All law enforcement investigations (Unrestricted reports only)
2	• All founded, unfounded or open investigations	• All founded or open investigations
3	• Cases involving a AC/RC Soldier as either a victim or an offender, but neither (victim or offender) is a juvenile.	• AC/Activated RC Soldier offenders only regardless of victim status (MIL, FM, or CIV)
4	• 6 of Article 120/125 offenses (and criminal action attempts)	• All Article 120/125 offenses (+attempts)
5	• Excludes sexual assaults involving juveniles. Excludes marital offenses, domestic and intimate partner/relationships, only if the victim is assaulted by a domestic and intimate partner (DODD 6495.01 (23 Jan 12).	• Includes sexual assaults involving juveniles and marital, domestic and intimate partner relationships
6	• Number of cases per 1,000 Soldiers with average of 2.5 to 2.6 per 1K from FY07-FY11 • Additional Information: - FY11 Case Reports Increased < 1% from FY10 - CENTCOM reports of sexual assault rates consistently trend below the Army. (FY11 rates: CENTCOM/1000=1.5; Army/1000=2.5)	• Number of offenders, offenses and associated rates per 100,000 Soldiers • Additional information: - Offense /offender rates (per 100k Soldiers) increased 28% and 20% - Violent sex crimes (e.g., rape) main driver for the increase in overall sex crime

Army sexual assault data for FY2011:

- 1,695 Reported Cases of Sexual Assault
  - 1,394 Unrestricted Reports
  - 301 Restricted Reports
- 53% of sexual assaults were "Blue on Blue"
- Reports:
  - Most sexual assaults occur within first 90 days in unit
  - 61 percent occur on weekends
  - 84 percent involve E-1s to E-4 Victims
  - 13 percent of victims are male; 87 percent are female

Bottom line: Sexual assault is a crime that is endangering the Army from the inside out.

Victim Statistics

- Males comprise approximately 13 percent of reporting victims, and females account for approximately 87 percent.
- Most restricted reports are made by females, at 83 percent; with males reporting at 14 percent.
- The largest percentage of incidents in the Army with service member victims were rape (27 percent), wrongful sexual contact (33 percent), and aggravated sexual assault (26.1 percent).
- For the composition of reported victims, rape, aggravated sexual assault, and wrongful sexual contact comprise the three major categories of incidents.

ARI 2009 Survey Data of Actual Sexual Assaults

Sexual Assault Items in the SEQ	MALES				FEMALES			
	ENLISTED		OFFICER		ENLISTED		OFFICER	
	2006 SE±2	2009 SE±2	2006 SE±2	2009 SE±2	2006 SE±2	2009 SE±2	2006 SE±2	2009 SE±2
Attempted to make you have sexual intercourse without your consent or against your will), but was not successful? (attempted rape)	1%	1%	0%	1%	4%	6%	1%	2%
Made you have sexual intercourse (without your consent or against your will)? (rape)	0%	1%	0%	0%	2%	3%	1%	1%
2006 only: Had or attempted to have unwanted oral or anal sex with you or penetrate you with a finger or object? (indecent assault)	1%	NA	0%	NA	3%	NA	1%	NA
2009 only: Attempted to have unwanted oral or anal sex with you or penetrate you with a finger or object, but was not successful? (indecent assault)	NA	1%	NA	0%	NA	5%	NA	1%
2009 only: Made you perform or receive oral sex, anal sex, or penetration by a finger or object? (indecent assault)	NA	1%	NA	0%	NA	3%	NA	1%
2009 only: Sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them? *without your consent;* indecent assault)	NA	5%	NA	1%	NA	12%	NA	4%

Understanding the Magnitude of the Problem Con't

How does sexual harassment and sexual assault affect Soldiers and civilians in their units and communities?

It undermines who we are as a Profession of Arms, the strength of our Army, and fundamentally goes against the Warrior Ethos, the Army Civilian Corps Creed, and Army Values

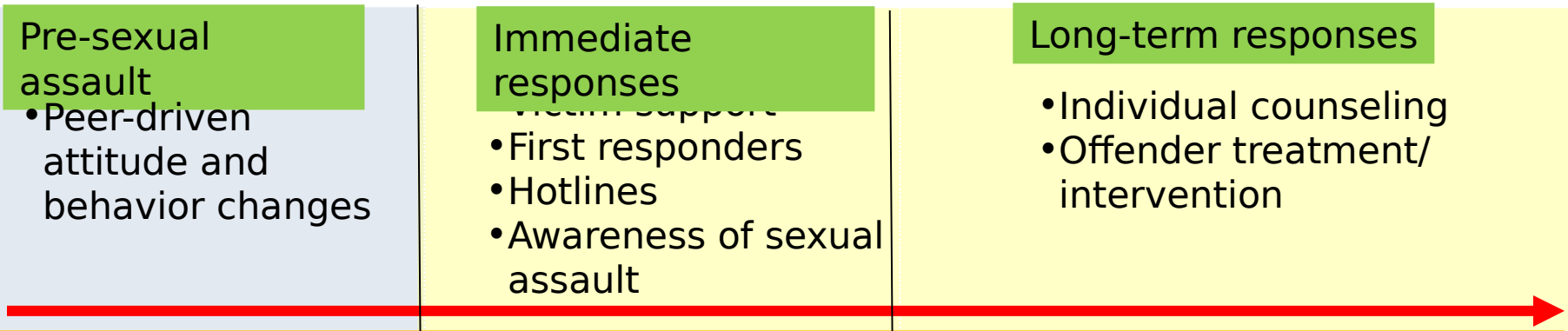
Effects of Sexual Harassment/Assault

Individual	Unit	Community
❑ Isolation ❑ Depression ❑ Degrading of individual ❑ Difficulty with trust ❑ Excessive absenteeism ❑ Loss of career ❑ Post Traumatic Stress Disorder	❑ Loss of unit cohesion ❑ Inability to accomplish goals/mission ❑ Decreased unit readiness ❑ Low morale ❑ Excessive absenteeism ❑ Loss of personnel	❑ Loss of safety ❑ Diminishes community relations ❑ Instability ❑ Higher rates of violent crime ❑ Degradation to community

Bottom line: Sexual harassment and sexual assault endanger the lives of individuals and threaten the Army's mission.

Expanding and Sustaining Command SHARP Program

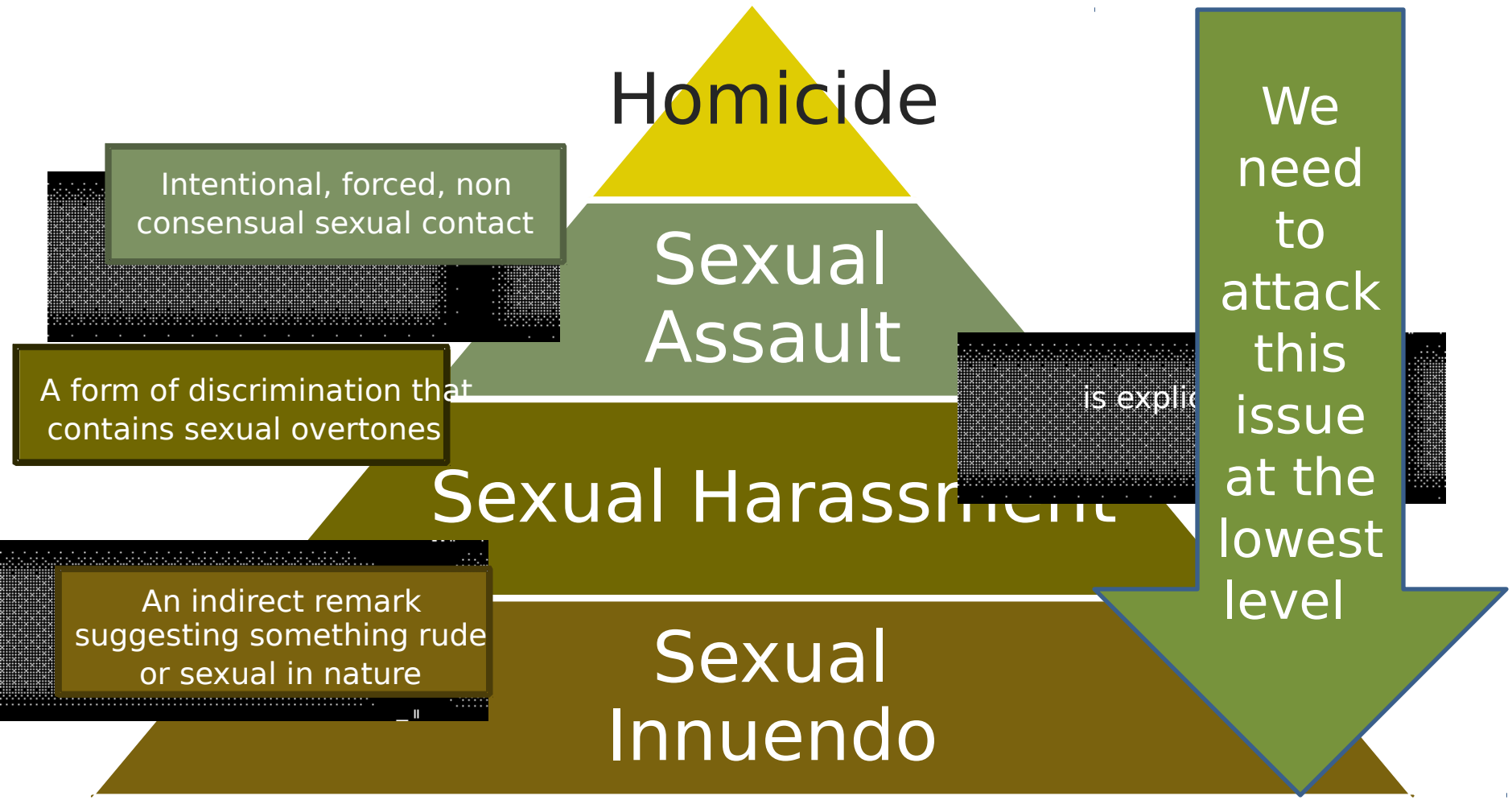
Prevention Focus



Intervention…The Army is Changing its Approach

	Old Approach	New Approach
Goal:	Eliminate crime	Cultural change: I. A.M. STRONG
Focus:	Risk avoidance	Prevention
Target:	Potential victim	Potential offender
Primary Responsibility:	Victim	Bystander
Sexual Harassment and Sexual Assault:	Two separate issues	Two related issues
Approach:	Avoid becoming the target	Intervene to stop potential sexual harassment and sexual assault
Key Message:	Protect yourself	Every Soldier has a duty to intervene to prevent sexual harassment/assault

Foundations of Sexual Violence


Homicide
Intentional, forced, non consensual sexual contact
Sexual Assault
A form of discrimination that contains sexual overtones
is expli
Sexual Harassment
An indirect remark suggesting something rude or sexual in nature
Sexual Innuendo
We need to attack this issue at the lowest level

Functional Execution by Command Level

DoD **Strategic** Policy **Level**:

Army **Strategic** Policy **Level**

DoD SAPRO

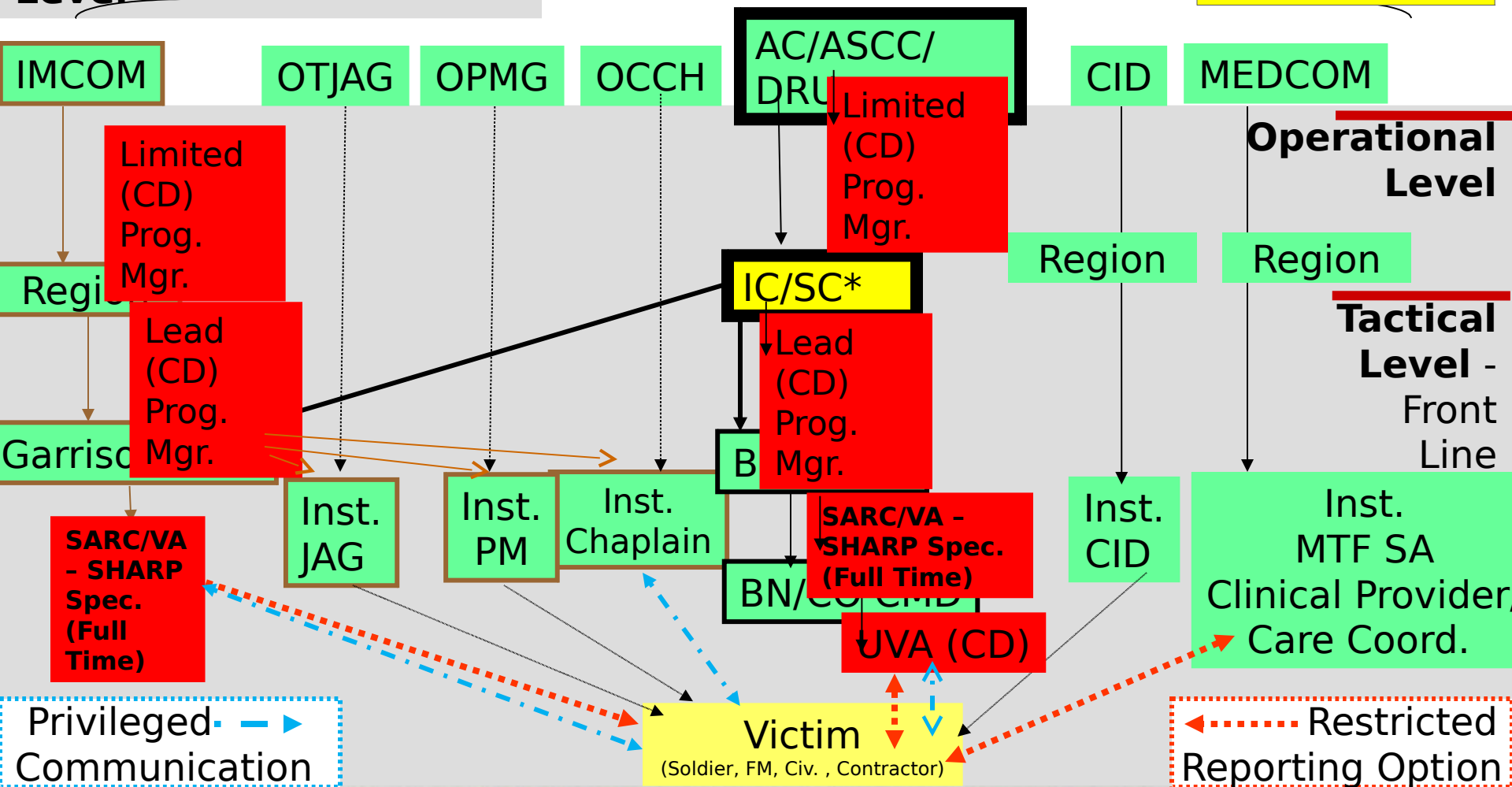
ASA M&RA – Program Oversight

Army G-1 SHARP –Program/Policy

***Note: IC/SC responsible for 24/7 program – Unit of Command Execution**

Operational Level

Tactical Level - Front Line



Credentialing and Training – required NLT 1 OCT 2013

Credentialing requirements for SARCs and VAs

1. Successful completion of 80 SHARP training
2. Background Check
3. Letters of Recommendation
   a) Commander
   b) Supervisor (for VAs this should be the SARC)
4. Certification by National Organization for Victim Assistance (NOVA)
   a) Application
   b) Items 1-3
5. Following certification, unit can appoint individual as SARC/VA
6. Requires 32 hours of continuing education per year to remain credentialed

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CID Training

- Developed in FY11 and executing new 80 hour course for all sexual assault investigators. Fort Leonard Wood, Missouri
- Course Instruction includes an interview technique, developed at the USAMPS, called Experiential Interview of Trauma Victims - allows investigators to obtain information about the assault and the offender while minimizing the traumatic effects on the victim
- Recognized by DOD as Best Practice and scheduled for expansion to train all Services sexual assault investigators beginning in FY12.

OTJAG Training

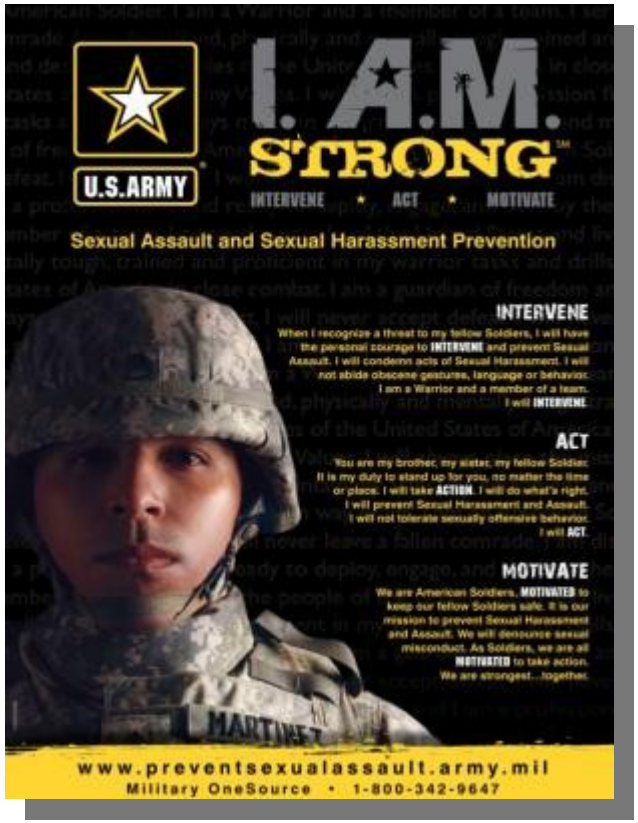
- Selection to serve as Special Victim Prosecutors (SVP) is based Judge Advocates skill and expertise in the courtroom. Prior to assuming SVP duty, the Judge Advocates complete:
  - 80-hour Career Prosecutor Course at the National District Attorneys Association
  - 40-hour Special Victim Prosecutor Conference
  - 80-hour On-the-Job Training with a designated Civilian District Attorney's Office, Special Victims Unit
- Training (world-wide) increased from 8 advocacy courses to 14 SA-focused advocacy courses

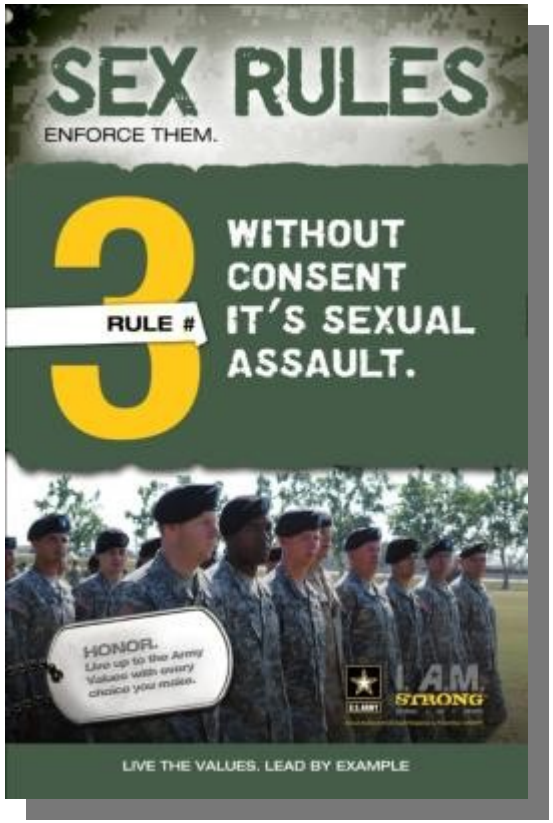
Army Guidance

Army Directive 2011-19

- Issued 3 OCT 11
- Subject: Expedited Transfer or Reassignment Procedures for Victims of Sexual Assault
- Provisions
- Considerations
- Does not encompass threats of harm or death
- Transfers/Reassignments/PCS
  - Commanding officer has 72 hours to approve or disapprove request.
  - Disapproval goes to next general officer, flag officer, or Senior Executive Service official in chain of command.
  - They have 72 hours to make a decision.
  - Military to minimize disruption to normal career progression of service member who reports being

Leaders Focus


I.A.M. STRONG
U.S.ARMY
INTERVENE ★ ACT ★ MOTIVATE
Sexual Assault and Sexual Harassment Prevention
INTERVENE
When I recognize a threat to my fellow Soldiers, I will have the personal courage to INTERVENE and prevent Sexual Assault. I will condemn acts of Sexual Harassment. I will not abide obscene gestures, language or behavior. I am a Warrior and a member of a team. I will INTERVENE.
ACT
You are my brother, my sister, my fellow Soldier. It is my duty to stand up for you, no matter the time or place. I will take ACTION. I will do what's right. I will prevent Sexual Harassment and Assault. I will not tolerate sexually offensive behavior. I will ACT.
MOTIVATE
We are American Soldiers. MOTIVATED to keep our fellow Soldiers safe. It is our mission to prevent Sexual Harassment and Assault. We will denounce sexual misconduct. As Soldiers, we are all MOTIVATED to take action. We are strongest...together.
www.preventsexualassault.army.mil
Military OneSource • 1-800-342-9647


SEX RULES
ENFORCE THEM.
RULE # 3
WITHOUT CONSENT IT'S SEXUAL ASSAULT.
HONOR.
Line up to the Army Values with every choice you make.
I.A.M. STRONG
LIVE THE VALUES. LEAD BY EXAMPLE

Commander Responsibilities & Resources

Responsibilities

- Command emphasis
- Command climate
- Resourcing
- Addressing risk factors and offending behaviors
- Fairness
- Accountability and justice
- Transfer/ reassignment
- Protection of victims
- Assistance to victims

Opportunities to be More Effective

- Assign SHARP personnel as if you are assigning someone to handle your Family member's case
- Ensure your subordinates know that preventing sexual harassment/ sexual assault is a priority for all levels of Leaders
- Don’t let myths influence leaders to wrong conclusions
- Understand serial offender tactics
- Train Soldiers/Civilians - Emphasize intervention – Build Skill Sets
- Be vigilant about addressing risk factors
- Unit Sponsorship is KEY – Ensure new Soldiers assimilate without issues
- Environment – Plan to Influence
- nd Behaviors – Implement Plan

Opportunities to be More Effective

- Reinforce support to victims
- Build trust in the system
- Ensure fairness and objectivity throughout the process
- Improve accountability
- Assess culture indicators, not eye wash
- Leverage Comprehensive Soldier Fitness Program
  - Victims – rebuilding lives, developing resiliency
  - SHARP personnel – avoiding vicarious trauma

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Questions